



FIRELINE

AN OFFICIAL PUBLICATION OF THE WASHINGTON FIRE COMMISSIONERS ASSOCIATION

AUGUST 2008

The Four Levels of Change

How I learned to guide a traditional volunteer-based organization to bring about massive change and growth.

By Jim Mathis



Jim Mathis

I was speaking with a bank president last year about the difficulty he was having with his board of directors. He was attempting to implement new programs, but his board, who were untrained in the ways of running a bank, were resisting him at every turn.

Five minutes later, I spoke on the phone to an association leader who had to let two employees go to appease his administration committee who were calling for cutbacks. He bemoaned the loss of the employees, but said he had no choice, because the committee didn't understand how necessary these two staff members were to the success of the organization.

Two months ago I consulted with an organization that was hesitant to implement the transition to a coaching culture because their board of investors didn't understand anything that hadn't been budgeted far in advance or practiced in the past.

There are four levels of change that every leader needs to master if he/she wants to successfully transition the organization.

In each case, there is a basic lack of understanding about how to lead people (particularly negative people) through the transition process.

There are four levels of change that every leader needs to master if he/she wants to successfully transition the organization. They must be followed in order. I will explain why later. Learn these, and you will become a change agent.

Level One: Knowledge. You've heard it said: "No one wants change except a wet baby." Well that is not completely true. Most people welcome change in one form or another. Are you wearing the same fashion you were wearing ten years ago? Are you satisfied with your weight and/or appearance? Are you tired of watching the same television program or channel? Most people like change and will embrace it if they understand why the change is necessary. To transition your organization, you need to begin by educating everyone in the need for change. You need to win over the nay-sayers and the ones who resist change the most.

I used this principle when I was Education Minister in a church I worked in for over six years. If you think your organization is difficult

See Change on Page Five

NAEFO Convention Set for September

The National Association of Elected Fire Officials will hold its Fifth Annual Convention September 15-16, 2008 at the Golden Nugget in Las Vegas.

Formed in 2001, NAEFO is a non-profit organization made up of elected fire officials from states across the country. Its primary purpose is to represent and inform elected officials of national issues and provide assistance to state associations.

Convention information is available at www.naefo.org.

INSIDE THIS ISSUE

President's Message 2

Nominating Report..... 2

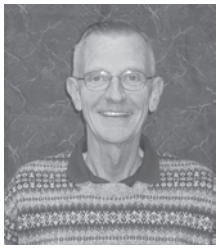
2008 Conference 3

In Memory..... 4

Classified Ads..... 4



A Message from the President *by Joe Dawson*



I had the opportunity to represent the WFCA at the Annual Conference of the Washington Fire Chiefs in Wenatchee in July of this year. I think it is appropriate for me to share a few excerpts from the address I gave to them on your behalf.

...“You, as chiefs, work for a Board of Commissioners, a city council, a mayor or a city manager. Often times, those folks do not let you do your job as intended. It is our responsibility as elected officials to exercise our fiduciary responsibility for our electorate. We are in a position of governance, not management. It is not our responsibility nor is it our right to manage the department. That job is yours and yours alone. I have tried to practice that principle within my own board at the Spokane Valley Fire Department as well as with the WFCA Board.

I am pleased to announce that the WFCA Board has gone on record supporting your position paper #22 regarding residential sprinklers. That is a daunting task with opponents in many corners but we must continue to collaboratively exercise our influence in the legislative arena for the common good.

*I hope to see many of you
at our annual conference
at the SeaTac Doubletree
on October 23, 24 & 25.*

Two legislative sessions ago, by working together we successfully had the levy lid lift bill enacted into law. More recently, we worked together to have the fire service exempted from L&I's proposed changes in the WAC that would have required firefighters to have a 45 minute rest period following 15 minutes of work. I

don't need to tell any of you how important it was for us to receive that exemption.

The Washington Fire Chiefs and the WFCA, along with our colleagues in the State Council of Firefighters and the WA State Firefighters Association, must continue to work collaboratively as stewards of the public trust and in the public's best interests.

Collaboration comes in many forms. Many departments have mutual and/or automatic aid with their neighbors and that is noteworthy. Additionally, we must put aside our individual desires in order to work together in the legislative arena to seek the common good. Many of us here present are fortunate to represent large departments with large budgets. However, let us not forget the needs of many of the very small departments who don't have adequate resources to fuel their vehicles or update their equipment.

See Message on Page Four

2008 Nominating Committee Report

The Nominating Committee (Chair Richard Kistler, Thurston 7, Jerry Bragg, Chelan 5, Mike Cathey, Pierce 1, Ken Erickson, Central Kitsap Fire & Rescue, Jack Hensley, Spokane 4 and Tim Riggins, San Juan 5) met August 12 and nominated the following individuals to the 2009 WFCA Board of Directors:

President: **Bill Gates**, S. King Fire & Rescue

Vice President: **Robert Skaggs**, Graham Fire & Rescue

Secretary-Treasurer: **Les Riel**, Yakima 4

Region 2 Director: **Emilio Buttice**, Walla Walla 4

Region 4 Director: **Ken Eakin**, Yakima 12

Region 6 Director: **James Farrell**, Mountain View Fire and Rescue

Region 8 Director: **Keith Merritt**, Cowlitz 2 Fire & Rescue

It is suggested each nominee be allowed a maximum of three supportive speeches with a maximum total time of six minutes. The membership has the authority to allow whatever time it deems appropriate. Nominations will be accepted on the floor at conference.

ON THE WEB

The WFCA office regularly receives notice of various fire service training and educational programs. Be sure to visit www.wfca.wa.gov often (select *Other Programs* from the drop-down menu on the *Education and Training* tab) as items are frequently added.



60th Annual Conference

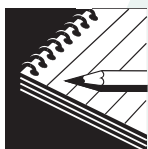
The Washington Fire Commissioners Association's 60th Annual Conference will be held at the Doubletree Hotel in SeaTac beginning Thursday, October 23, 2008. Conference will conclude on Saturday afternoon, October 25th at approximately 12:00 p.m. Thanks to those of you who completed the 2008 seminar evaluation forms—your input directly affects the Education Committee's decisions on course offerings. The following is information concerning conference; for a complete schedule of events and registration form, refer to the brochure which was mailed to all members, or visit www.wfca.wa.gov (click **WFCA Programs** on the drop-down menu entitled **Education & Training** to download the registration form), or call the WFCA office at 1.800.491.9322.

WELCOME TO CONFERENCE!



A Welcome to Conference Breakfast, sponsored by WFCA Associate Members Emergency Services Insurance Program (ESIP) and Rice Fergus Miller Architects, will be held on Thursday, October 23rd, beginning at 8 a.m. Be sure to stop by for good food and good conversation!

EDUCATION PROGRAMS



Conference registration forms have been distributed to all WFCA members—the forms outline class topics, schedule of events (including specific timelines for workshops, business sessions, meal functions) and other conference information. Be sure to submit your registration prior to the October 17th deadline! A separate registration will be mailed for the Snure Seminar which will be held on Wednesday, the 22nd.

BOARD MEMBER ELECTIONS

Elections will be held on Friday, October 24th, from 10:30 to 11 a.m., for the officers and even-numbered regional director positions. The length of time allotted for voting will be 30 minutes, as previously determined by the membership. The Nominating Committee report is included in this issue of *Fireline* (see page two).

MEMORIAL SERVICE



Each year at conference a memorial service is held to remember commissioners, secretaries and chiefs who have passed away during the year. Please contact the WFCA office if you know of someone who has passed away so that we may compile a written tribute to our deceased fire service friends. Any information will be greatly appreciated.

BOARD INSTALLATION BREAKFAST

The 2008 WFCA Board Installation program will take place during a group breakfast on Saturday morning, October 25th. Following the breakfast, there will be a general session for all conference participants which will conclude conference (at approximately 12 noon).



MULTI-YEAR AWARDS FOR FIRE COMMISSIONER SERVICE



The WFCA offers a recognition program to acknowledge 10, 15, 20 and 25 years of commissioner service. To qualify for any of these awards, an individual must be from a member fire district and service must be as a fire commissioner (no other positions of service on behalf of the district apply to this award). Each award features a commemorative item which will be presented to the qualifying commissioner during conference. If you have completed 10, 15, 20 or 25 years of commissioner service, please contact the WFCA office for an application form.

REGISTRATION GRANT PROGRAM

The WFCA offers a registration grant program to fire districts with budgets of \$50 million or less. If your district qualifies, please contact the WFCA office at 1.800.491.9322 or email wfca@wfca.wa.gov for more information.

RESERVED TABLES FOR FRIDAY BANQUET



Sign-up sheets for reserving tables at the Friday banquet will be available at the WFCA conference registration desk—reservations will be taken beginning Wednesday afternoon, October 22nd.

In Memory

The WFCOA was saddened to learn of the sudden death of Chief Dan Packer (East Pierce Fire & Rescue) last month while deployed at a California wildfire. WFCOA President Joe Dawson and staff members attended Chief Packer's memorial service along with hundreds of other mourners to pay tribute to his life and legacy. The WFCOA extends its deepest sympathy to Chief Packer's wife, children, mother and his East Pierce Fire & Rescue family.

Message From Page Two

It is the desire of the WFCOA to assist you in your legislative priorities and we respectfully request your assistance with ours."

I went on to describe our legislative priorities and to complement the chiefs on their service to the citizens of our state. It was indeed a pleasure to represent you at their conference.

A few final thoughts this time around. The WFCOA Board met in Olympia on Friday, July 11. At that meeting, the Executive Board was directed to appoint a committee to review the job description of our Executive Secretary, Roger Ferris, and to review the roles and responsibilities of all of our standing committees. Regional Directors Keith Merritt, Dennis Bjork, Mick McKinley and Sharon Colby were appointed to that committee.

Additionally, a decision was made to appoint three people to a task force that will work with the Fire Chiefs Association and the State Council to pursue the options available for LEOFF 2 reform. If you are interested in being appointed to that task force please call the WFCOA office at 1.800.491.9322 to inform us of your interest. The entire WFCOA Board joins me in thanking you in advance for your participation in this endeavor.

Last but not least, I hope to see many of you at our annual conference at the SeaTac Doubletree on October 23, 24 & 25. It's shaping up to be one of our best annual conferences yet.

Ads

FOR SALE by Kittitas 8:

- '81 Ford 3500 gal water tender. Dies eng, AT, approx 250,000 mi, storage compartment, hose reel, hard suction, portable tank, hose beds, dump gate, emerg lights & siren, 3500 gal water tank, 1000 GPM front mount pump, 4 - 2.5" discharges, 2 - 2.5" intakes. Asking \$17,000.

- '97 GMC 4x4 American Eagle/E-One Mini-Jackrabbit, 7.4L gas eng, AT, 33,500 mi, fire rescue body w/6 storage compartments, diamond plate hose bed trays, GVW 12,000 lbs, emerg lights & siren, 220 gal poly water tank, 20 gal foam cell, Foam Pro 1600, 18HP Berkley pump, Electric booster reel w/150' 1" hard booster hose, asking \$35,000.

Vehicles sold as is, where is, w/no warranty expressed/implied. Contact Chief Monty Moore, 206.617.4521 or montlm@aol.com for more info, photos or to view vehicles.

FOR SALE by Riverside Fire and Rescue

(PCFD 14): Fire & EMS Command/Utility Vehicle, 1990 Chevy 2500 4X4 Suburban. 5.7 Liter EFI V8 gas eng; 4-speed auto trans w/overdrive; 4-wheel drive; 37 gal fuel tank; new braking system; new shocks; tow package w/Impulse electric braking system; Whelen Siren/Light Bar & PA System; Motorola Maxtrac 300 radio system w/2 stations (1 front, 1 back); Extended pull out command system w/1200 lb capacity; 82,000 orig mi; \$4,500 OBO. Unit is sold as is, where is—no warranty. Any questions and/or inquiries please contact Tony Cooper 253.227.9379 or tcooper@riversidefire.us.

FOR SALE by San Juan 4: Surplus '95 Jeep Cherokee (VIN 1J4FJ28S2TL206684), \$3000 OBO. Interested bidders may examine vehicle by contacting dist; dist makes no express or implied warranty that the equip meets any recognized standard or even that the equip is fit for the purpose or use intended; dist disclaims any warranties, either expressed or implied; apparatus will be sold as is. Interested bidders should contact Chief Jim Ghiglione, Lopez Isl Fire & EMS Dept, 2228 Fisherman Bay Rd, Lopez Island, WA 98261, 360.468.2991, Fax 360.468.3716, email: jghiglione@lopezfire.com.

FOR SALE by Snohomish 16: District has for sale on an "as is where as basis" one '61 Maxim pumper fire engine. Has 750 gal booster tank, 1000 gal 2 stage pump, 8V71 Detroit diesel eng. Passed last pump test—excellent cond. Make offer. Call Chief Anderson at 360.568.6796.

FOR SALE by Snohomish 17: MAKO model 9400E3 breathing air compressor system complete w/4-bottle low pressure cascade system. Compressor has 482 oper-

ating hrs, is well maintained, in good cond & when last operated, produced breathing air meeting all statutory & regulatory req. The Board of Commissioners has established a value of \$5,000 for this system. For add'l info contact Chief Rick Hjelle or Dep Chief Jim Haverfield @ 360.691.5553. Equip will be sold as is with no warranty; transportation & installation of breathing air system is the responsibility of the purchaser.

FOR SALE by Stevens 1: Dist has declared the following item surplus: '67 Ford C-800 "Western States" Engine (VIN D80YUA28354), \$2,500 OBO. Model C 800; 36,000 mi; 5.8 Cummings diesel eng; AT 4 spd 2 wd; 1000 GPM Hale pump; 500 gal water tank; no loose equipment. Interested bidders may examine vehicle by contacting dist. District makes no express or implied warranty that the equip meets any recognized standard or even that the equip is fit for the purpose or use intended. District disclaims any warranties, either expressed or implied. Apparatus will be sold as is. Interested bidders should contact Jason Gallagher, Operations Capt, jwgallagher@scfpd1.com, Stevens 1, PO Box 246, Clayton, WA 99026, 509.262.9660.

FOR SALE by North County Regional Fire

Authority (NCRFA): Accepting sealed bids for a '87 International Metro II Van w/a 6.9 Internat'l Dies eng, AT545 trans w/301,000 mi. Min bid is \$5,000. Vehicle sold as is, where is, w/no warranty expressed/implied. If purchased by a private party the light bar & VHF radio will be removed. Sealed bids will be accepted @ NCRFA, 19727 Marine Dr, Stanwood WA, 98292 until 8/26/08 @ 5 pm. Bids will be opened at the regular board mtg on 8/27/08 @ 3:30pm. Also, NCRFA has 2,300' of 5" Niedner, woven double jacket hose for sale at \$4 per foot. For more info contact Capt Jim Sjogren 360.435.9252.

POSITION ANNOUNCEMENT by Chelan

6: Dist seeks qualified candidates for the position of Fire Service Administrator who will be charged w/the mgmt & oversight of all admin fire svc functions. Dist provides all-vol fire protection svcs & 1st responder svcs to Monitor, rural Cashmere, Dryden, Peshastin & Valley Hi. Fire svc exper preferred. Applicant must have current WDL & must have, or be able to obtain, 1ST aid/CPR certif. & EVAP endorsement. Call 509.663.1678 or email chelan-fire6@charter.net for detailed job description. Interested candidates should submit letter of application, resume & 2 letters of recommendation to: Chelan Co Fire District No. 6, PO Box 296, Monitor, WA 98836. Phone/Fax: 509.663.1678.

Change From Page One

to accept transition, you should work in a church. When I transitioned our church from teaching the same old way to a new way of developing leaders, I started by asking key leaders (the ones least likely to support me without a good reason) what they liked and didn't like about the way we taught leadership. I listened to them and wrote down what they said. Later this would be the foundation for selling the new concepts to the entire congregation.

Begin by educating everyone as to what the change is about and what the results/benefits will be. Ask questions like: Do you like the way we have been doing business? What are you hearing from our customers (particularly our most important customers)? What would you change if you could?

Level Two: Attitude. Encourage a culture of change and anticipation. Get your motivators working for you. Attitudes won't change until people know why the change is occurring. Generate a sense of excitement in the organization by casting the vision of the way things could and will be.

Donald Phillips writes in his book, *The Clinton Charisma: A Legacy of Leadership* about how President Bill Clinton used attitudes to initiate change during the early years of his administration. He suffered the lowest presidential approval rating ever just after taking office in 1993. After losing both houses of congress to the Republicans in 1994, he came back and won re-election by a majority two years later. President Clinton was a master of floating an idea to get reaction before announcing a change. He would introduce a new program by mentioning what he was thinking of doing in a press conference or casually in an interview. Then he would read the reaction of the public and act on their response. An example is the bill ending the deficit in 1993, which passed with 51-50 vote in the Republican controlled senate.

I used the Attitude Level in transitioning the church education program by getting the people who had encouraged the change the most to talk about it. I appointed several key leaders among this crowd to a work team that met regularly to discuss the transition. They then went to each class and held town hall meetings to discuss what we were planning from a positive view point. We floated ideas to

see how people felt about them. We invited contrary opinions and dealt with them up-front. As a result, the congregation as a whole felt supportive of the new program. It wasn't introduced in the dark but in front of everyone with their approval and enthusiasm.

Level Three: Behavior. People begin to act on the change once they are in favor of it. Positive attitudes about the transition bring about behavioral change. Behavior is most often based on habits. Habits that are created through time as people practice what they feel comfortable doing. Behaviors will change as positive attitudes influence the organization's culture.

The best place to observe this process is in organizations that transition from a Management Culture to a Coaching Culture. As I bring a coaching culture to organizations, I have noticed that once the initial fear of the new coaching method is

When change comes, it doesn't have to be a disaster, or a "train wreck." It can be the most invigorating process your organization goes through if you cast a bold vision, carefully plan your steps, execute with determination and take it one step at a time.

overcome, people begin to get excited about learning coaching techniques. The process of coaching, when learned by teams, creates high-trust relationships and attitudes that rise above traditional Management/Employee dynamics, and moves people toward a collaborative Coach/Partner relationship.

Author Tom Crane says, "In high performance cultures, people feel part of the larger whole. Teams focus on creating connection and high trust. Trust directly supports people being able to work together more effectively and more efficiently which leads to higher performance." In short, their new attitudes about coaching lead to behavioral changes that transform the organization successfully.

In the church, key teachers signed on to help write the material that they would teach. We had several seminary trained leaders (yes, I was one, but I relied on seminary trained lay leaders who already had the respect of the congregation) assist with editing the material and consulting with the teachers authoring the material. Once people knew WHY we were transitioning and were MOTIVATED to go through it, they became comfortable with the change. Their behavior followed their hearts. Behavior always follows attitude.

Level Four: Organization. Finally you will see organizational change take place as behaviors become habits and the team is marching along to a new beat. Behavioral change means that everyone is acting on the attitudes and knowledge they have gained and are behaving in a new fashion. This insures organizational change as everyone begins to pick up the new habits.

The church leaders implemented the new methods of teaching and leadership. They attended the new members class we created that taught these new principles. Interestingly, one of the deacons who had fought the changes remarked after attending a public training session, "If this is what you are doing, I am behind it 100%." He had opposed it only because he heard it was new. Once exposed to the actual program, he was on board and encouraged others to participate and get involved. The organization changed as everyone participated and came up with new and creative twists on the program. The team that helped put this together inspired other transition teams in the church to form. It was the greatest success I witnessed in my

years of church service because the lay people led the way following the Four Levels of Transition.

Unfortunately, although many leaders know these levels, they lead their people through them out of order—most often backwards. You have probably seen an inept manager attempt to implement change in the organization, then force behavioral change; tell everyone they have to be happy about it; then tell them why and answer questions when it is too late. Generally this is practiced by leaders who think they have enough power that everyone will do whatever they say without question. Disaster always follows.

When change comes, it doesn't have to be a disaster, or a "train wreck." It can be the most invigorating process your organization goes through if you cast a bold vision, carefully plan your steps, execute with determination and take it one step at a time.

JIM MATHIS, CSP, an International Speaking Professional & Trainer, is the featured speaker of the Saturday, October 25th program at the WFLA conference. To subscribe to his FREE monthly personal and professional development newsletter, please send an email to subscribe@jimmathis.com with the word SUBSCRIBE. For more information on how JIM and his programs can benefit your organization or group, please call 888.688.0220 or visit his website: www.jimmathis.com.

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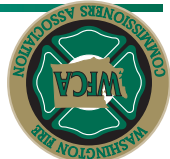
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LOCATION

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OFFICE HOURS

8:30AM - 4:30PM
MONDAY - FRIDAY



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THE OPINIONS EXPRESSED IN THIS PUBLICATION ARE NOT NECESSARILY THOSE OF
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2008 FIRE SERVICE DIRECTORY CHANGES

2nd update, as of August 6, 2008

BENTON COUNTY

Fire District 1 New address for district administrative office: Fire Administration Center, 8656 W. Gage Blvd., Suite 302, Kennewick, WA 99336-7145
Add Administrative Assistant Billie Paden, Fire Administration Center, 8656 W. Gage Blvd., Suite 302, Kennewick, WA 99336-7145, (509)737-0911, billie@bentonone.org
Fire District 4 New address for district administrative office: Fire Administration Center, 8656 W. Gage Blvd., Suite 302, Kennewick, WA 99336-7145
Address for Commissioner Ryan Nielsen: 43208 E. McWhorter Ln., West Richland, WA 99353-8811
Fire District 5 Address for Commissioner Jeremy Wiley: c/o 1112 Meade Ave., Prosser, WA 99350

CHELAN COUNTY

Fire District 5 New commissioner replacing Morgan Picton: John Spencer, 720 Loop Ave., Manson, WA 98831, (509)687-9580, johnspe@msn.com

CLALLAM COUNTY

Fire District 4 New commissioner replacing Harold Baar: Chris Christie, P. O. Box 125, Joyce, WA 98343, (360)808-1622, (360)392-9456, chris@mccrorie.com

CLARK COUNTY

Fire District 3 District meets every 1st & 3rd Tuesdays of each month, 5:00 p.m., Northwest Regional Training Center
Fire District 12 Email address for Administrative Assistant Kathleen Streissguth: kathy.streissguth@clarkfr.org

COWLITZ COUNTY

Fire District 6 Address for Commissioner Ed Roller, Jr.: 855 Tower Rd., Castle Rock, WA 98611-9761

FERRY COUNTY

Fire District 3 New secretary replacing Christine Kerr: Susan K. Case, P. O. Box 1015, Colville, WA 98114, caseysenterprises@earthlink.net

FRANKLIN COUNTY

Fire District 3 Email address for Commissioner Ronald Shuck: glenn58@clearwire.net
Fire District 5 Email address for Commissioner Jim Brook: jbrook@pocketinet.com

GRANT COUNTY

Fire District 11 District address: 336 Camelia St. N.E., P. O. Box 220, Royal City, WA 99357
Remove Secretary Patricia Schrom
Email for Chief Brian Evans: evans1002@centurytel.net
Fire District 12 District mailing address: P. O. Box 73, Wilson Creek, WA 98860-0073

GRAYS HARBOR COUNTY

Cosmopolis Fire Dept. New chief replacing Todd Moulton: Bob Smith, (360)532-5959
Fire District 4 District email address: lqdistrict4@techline.com
New commissioner replacing John M. Clayton: Jerry Jones, P. O. Box J, Amanda Park, WA 98526

JEFFERSON COUNTY

Fire District 1 Address for Commissioner Jess Bondurant, Jr.: 93 Saddletree Dr., Port Townsend, WA 98368
Fire District 3 Email address for Commissioner Eugene Carmody: genec@cablespeed.com
Add Administrative Assistant Tanya Arey, 7650 Oak Bay Rd., Port Ludlow, WA 98365, tanya.arey@plfr.org
Fire District 5 New commissioner replacing Randy Okerman: Linda Hanel, 1451 Old Gardiner Rd., Sequim, WA 98382, (360)797-0050, rlhanel@embarqmail.com

KING COUNTY

Enumclaw Fire Dept. New chief replacing Jim Zoll: Doug Dawson
Fire District 14 New secretary replacing Patricia Cantu: Nancy Reilly, 6516 129th Ave. S.E., Bellevue, WA 98006, nancy@NCRaccounting.com
Fire District 25 District mailing address: King County Fire District 25, 1900 Lind Ave. S.W., Renton, WA 98057
Fire District 28 New chief replacing Jim Zoll: Doug Dawson, 1330 Wells St., Enumclaw, WA 98022, (360)825-5544, ddawson@ci.enumclaw.wa.us
Fire District 31 Add Commissioner Paul Reckamp, 3008 C St. SE, Auburn, WA 98002, (253)939-3248
Add Commissioner Connie Capitan, 3002 C St. SE, Auburn, WA 98002, (253)939-2790
Fire District 40 New commissioner replacing Glen Conaway: Michael Warfel, 15105 SE 184th St., Renton, WA 98058, (425)442-6034, warfel@parametrix.com
Fire District 44 Remove Commissioner Kenneth Seng
Fire District 51 Email address for Commissioner Chris Caviezel: chris.caviezel@snoqualmiepassfire.org

KITSAP COUNTY

Fire District 10 Email address for Chief William "Dan" Smith: smith@nkfr.org
Fire District 18 New chief replacing Jim Shields: Dan Olson, 911 NE Liberty Rd., Poulsbo, WA 98370

Klickitat County

Fire District 1

New commissioner replacing Jeffrey Kern: Bob Jolly, P. O. Box 328, Trout Lake, WA 98650
Add Commissioner Pat Kelly, P. O. Box 438, Trout Lake, WA 98650, (509)395-9319, pappyff@aol.com
Add Secretary Maxine Bulick, P. O. Box 328, Trout Lake, WA 98650, maxine@gorge.net
Add Chief Eric Schmid, P. O. Box 328, Trout Lake, WA 98650

Fire District 4

New secretary replacing Paula Trosper: Linnea Denis, P. O. Box 63, Lyle, WA 98635, (509)365-0039, lmrdenis@gorge.net

Fire District 6

New chief replacing Wayne Trosper: Peter Lovejoy, P. O. Box 63, Lyle, WA 98635

Fire District 14

Address for Commissioner Steve Nelson: P. O. Box 143, Dallesport, WA 98617-0143

District mailing address: P. O. Box 853, Lyle, WA 98635

New commissioner replacing Fred Henschell: Cal Edwards, 683 Struck Rd., Lyle, WA 98635, (509)365-3563

New secretary replacing Cindy Henschell: Susan Darland, P. O. Box 853, Lyle, WA 98635

Lewis County

Fire District 14

New secretary replacing Tonya Kelly: Penny Owens, P. O. Box 127, Randle, WA 98377

Mason County

Fire District 2

Email address for Secretary Nikki Madsen: NikkiM@MCFD2.com

Fire District 12

Email address for Secretary Shirley Brown: mcf12admin@hughes.net

Okanogan County

Fire District 15

Email address for Secretary Joan Brownlee: docfd15sec@aol.com

Pierce County

Fire District 1

Effective May 20, 2008, Pierce County Fire District 1 officially merged to Pierce County Fire District 22. Pierce 1 Commissioner Don Hayford has resigned. Pierce 1 Commissioners Greg Hanon and Mike Cathey are now District 22 Commissioners.

Fire District 2

Address for Commissioner John Clancy: 11215 Lake Steilacoom Dr. S.W., Lakewood, WA 98498-6620

Fire District 16

Telephone for Commissioner Sheila Hunt: (253)722-7387

Commissioners meet every 2nd & 4th Tuesdays, 3:00 p.m., Station 47, 1921 Key Peninsula Hwy. KPN, Lakebay

Skagit County

Fire District 12

Address for Commissioner Greg John: 1905 Bayview Edison Rd., Mt. Vernon, WA 98273

Fire District 13

New commissioner replacing John Doyle: Jim Grove, P. O. Box 823, Anacortes, WA 98221, grove@cnw.com

Snohomish County

Fire District 3

Email address for Commissioner Leslie Jo Wells: lesliewells@att.net

Fire District 12

Email domain name change: {username}@ci.marysville.wa.us changed to {username}@marysvillewa.gov

SpoKane County

Fire District 13

Remove Chief Rick Cokley

Stevens County

Fire District 1

District website: www.scfpd1.com

Email address for Administrative Assistant Kim Boardman: kboardman@scfpd1.com

Email address for Chief Mark Beck: mbeck@scfpd1.com

Thurston County

Fire District 2

Email address for Secretary Kris Kelly: kkelly@yelmfire.com

Email address for Chief Rita Hutcheson: chief1@yelmfire.com

Fire District 4

Email address for Secretary Kris Kelly: kkelly@yelmfire.com

Email address for Chief Rita Hutcheson: chief1@yelmfire.com

Fire District 16

District mailing address: P. O. Box 939, Rochester, WA 98579-0939

Whatcom County

Fire District 14

New commissioner replacing Harlan Kelley: RobRoy Graham, 5161 Mosquito Lake Rd., Deming, WA 98244, (360)592-2416, (360)303-2780 (cell), graham@nas.com

Fire District 18

New commissioner replacing Russell Turner: Constance Louise Robinson, 487 Vine Maple Way, Sedro-Woolley, WA 98284

Whitman County

Fire District 6

Address for Commissioner John Schlomer: 14401 Lancaster Rd., Endicott, WA 99125

Yakima County

Fire District 1

Telephone number for Commissioner James Williams: (509)930-8776

Fire District 4

Email address for Commissioner Dan McNulty: evfdmac@nwinform.net

Remove Chief J. Warren Gay

Fire District 10

Cell phone and Email address for Commissioner Melvin Gray: (509)594-6855, canyonglass@gmail.com

Email address for Commissioner Ryan Omlin: ryanomlin@gmail.com

Fire District 12

New commissioner replacing Jerry Craig: Jim Merritt, 5808 Summitview Rd., PMB 151, Yakima, WA 98908, (509)965-9705